Volume 1 Nov. 15, 2005

A Message from the Garrison Commander

PRIDE

Teamwork, caring and pride ...

I ask you to consider those three words as we continue down the path of Base Realignment and Closure.

As most of you probably know, the recommendations of the 2005 BRAC commission have become law. From this day on, every one of us will play a role in Fort Monroe's final chapter as an active Army installation. Even those who are not actively involved in the closure or realignment process will be "spokespersons" for the Department of Defense.

When discussing this decision with friends, family and our neighbors in the nearby community, let us remember the key reason BRAC was deemed necessary. Anthony J. Principi, chairman of the commission, said it best in a May press release: "While the United States devotes great resources to its defense, those resources are limited," he said. "Every dollar consumed in redundant, unnecessary, obsolete, inappropriately designed or located infrastructure is a dollar not available to provide the training that might save a Marine's life, purchase the munitions to win a Soldier's firefight, or fund the advances necessary to ensure continued dominance of the air or the seas."

BRAC is about teamwork. Our mission ahead may seem sad, but its purpose could not be nobler. Fort Monroe's sacrifice will ultimately benefit U.S. service members ... we cannot lose sight of that fact.

As we move forward, we must also be prepared to address future job opportunities. More than two-thirds of the jobs at Fort Monroe will remain in the Tidewater area. Others will relocate with Accessions and Cadet Command to Fort Knox, Ky. The rest will begin the search for new jobs elsewhere, and some will stay until Fort Monroe closes.

Regardless of which category you may fall into, I encourage research and open dialogue. Use the online resources identified in this fact sheet. And, please, assure your friends and family that caring for our workforce is the top priority of every military and civilian leader on this installation.

In the weeks, months and years ahead we must also continue our mission with the same level of pride and professionalism that has existed at this installation for nearly two centuries. BRAC is not the "end of the road." Our standards of customer service will not diminish. We will continue to maintain this world-class installation until the day it closes. And, when it does close, we will do it with dignity.

Like today's warrior Soldier, we will accept this mission and demonstrate the teamwork, caring and pride America expects of its U.S. Armed Forces.



Col. Jason T. Evans Garrison Commander

Every one of us will play a role in Fort Monroe's final chapter as an active Army installation.

Also Inside:

Frequently Asked Questions Page 2, 3

Employee Resources Page 4 The following questions and answers about Fort Monroe's closure are meant to inform community members and help them discuss the BRAC process more accurately, which, in turn, discourages rumor and exaggeration. Please keep in mind that some of the answers given are based on planning data that is known at this time, and the information is subject to change.

Q: I have a family member/friend who works at Fort Monroe. Will that employee lose his/her job?

A: Based on the published realignment milestones, it appears that most of our employees will remain working at Fort Monroe for at least 5 years.

Q: What percentage of the Fort Monroe workforce will be moved to Eustis? To Fort Knox?

A: Roughly two-thirds of the positions moving off of Fort Monroe will remain in the Tidewater Area. Accessions Command and Cadet Command will move to Fort Knox.

Q: Will garrison jobs be phased out or all end at the final closure date?

A: We hope to retain the majority of our workforce until closure; however, at some point, we will not need to backfill the positions of employees who retire or transfer to other jobs.

Q: In what order will post facilities be shut down? Who will be the last to go?

A: HQ TRADOC, NERO, NETCOM and ACA are scheduled to move to Fort Eustis in FY2011. Army Accessions and Cadet Commands will move to Fort Knox in FY2010. Other tenants will move according to their own schedule, some leaving as soon as FY2009, but all will depart NLT FY2011.

Q: What will be done with the abandoned equipment once an organization shuts down?

A: No government property will be abandoned. Organizational property will go with the unit when it moves. Excess property will be laterally transferred to other activities and/or turned in to DRMO.

Q: Will the post continue to pursue major construction projects like the new Wherry Housing units? If not, can the money allocated for that project be diverted to other post improvements?

A: Fort Monroe removed 88 units of Wherry Housing. These deconstructed units will not be replaced. All MCA projects here have been cancelled as a result of BRAC. This money will be reprogrammed, but not to Fort Monroe.

Q: What is the guidance on planning future facility improvement projects like office renovations/repainting/new furniture/housing upgrades?

A: We will do our best to accommodate our customers, within reason. We are not going to recklessly expend government funds on projects that will not provide a cost benefit for the time a customer is here. DPW will retain enough funding for maintenance and repair projects.

Q: How long will the post continue special events like Music Under the Stars and the summer concerts? A: Summer concerts will continue as long as commercial sponsors are willing to contribute funds to support the appraising costs and the existing customer base remains on the installation. The Music Under the Stars concerts will

operating costs and the existing customer base remains on the installation. The Music Under the Stars concerts will continue for the forseeable future.

Q: What will happen to the Casemate Museum (facility) and the historical artifacts that are kept there?

A: The museum staff is working with the Center of Military History and the TRADOC historian's office on the disposition of the artifacts and displays, all of which belong to the US Army. The museum will continue to be open to the public for as long as possible. Museum property will be transferred before the final closing of the installation.

Q: What will happen to Continental Park and the large homes along the waterfront?

A: That will be in the Redevelopment Plan of the entity that takes over the land when the Army departs.

Q: Will activities like youth services, the bowling alley and the fitness center remain open until the end or will they be the first to shut down?

A: MWR services will continue as long as there is a customer population to support and funding is available to sustain operations.

Q: What about Old Point Comfort Marina? Is that going away?

A: The marina is owned and operated by the Army; therefore, a post shut down would also include that facility. Its future use will be part of the redevelopment plan.

Q: How will BRAC effect non-Army-owned facilities like St. Mary's Church, the Old Point Comfort Lighthouse and the Chamberlin Hotel, which is supposed to become a retirement complex?

A: These facilities are scheduled to remain through the BRAC process and beyond. The Chamberlin is on a 50-year lease as an independent living facility. St. Mary's has renegotiated a lease agreement with the Army for an indefinite period, and the lighthouse falls under the auspices of the USCG. The Army will continue to perform all contracts and agreements consistent with applicable laws and regulations.

Q: Can the Army help me find a new job as a civil service employee?

A: All efforts will be made to assist those employees who would like to continue working following completion of the closure process. Some of the resources available include the Priority Placement Program and job swaps.

Q: What happens if no job is available when the gates are closed?

A: Employees not eligible for any type of early retirement will be given severance pay and will remain in the Priority Placement Program for one year.

Q: What incentives will be available to entice personnel to stay in place until the post actually closes?

A: Possible incentives include retention bonuses and delayed Voluntary Separation Incentive Payment.

Q: Where will our retirees find care if medical facilities close where they reside?

A: The clinic will stop providing services after TRADOC Headquarters moves to Fort Eustis. During the transition period between the approval of the BRAC recommendations and the clinic closure, the facility will not reduce the provision of primary care providers. This is because the limited staffing in all areas of the clinic will not allow for a phased closure. Retirees will be enrolled in the direct care network if there is capacity available. Those retirees and their families whose enrollment is not transferred to a military facility can submit a request and receive a copy of their records. Further, if an installation's closure removes an active medical facility from an area, the eligible community members would receive care through a combination of VA facilities and/or contract services through TRICARE. This may require an expansion of TRICARE contracts in a region.

Q: When will the Fort Monroe PX cease operations?

A: AAFES has an existing set of BRAC guidelines that provides timelines and internal controls for the protection of assets during closure. Some AAFES activities will remain operational as long as there is a customer base and funding is available to sustain operations. Ultimately the FM furniture store will move to Fort Eustis. Sales associates will be transferred to local AAFES stores whenever possible.

(More Qs and As will follow in subsequent editions of BRAC FACTS. Future issues to be discussed include ordnance disposal and BRAC's estimated cost savings.)



Employee Resources

TEAMWORK CARING PRIDE

The Fort Monroe Casemate is available at all customer service facilities (i.e. the bowling alley, shoppette. PX. Craven Clinic) on post. An on-line version can also be accessed at www.monroe. army.mil/ casemate

- In-depth BRAC Information DefenseLink maintains a special website with the latest BRAC news from the Armed Forces Information Service. The site also offers the current text of the Defense Base Closure Act; the SECDEF's and Commission's reports on prior BRAC rounds; and community assistance information. Visit www.defenselink.mil/BRAC.
- Information for Civilian Employees The Civilian Personnel Management Service website offers a wealth of information to include: transition assistance, programs and services for employees; links to military department BRAC websites; information on the reduction in force process, job placement programs, separation incentives, and employee benefits and entitlements; links to the Civilian Personnel Management Service Civilian Assistance and Reemployment (CARE) website; and a "Frequently Asked Questions" section on transition assistance programs. Visit www.cpms.osd.mil/bractransition.
- Family Assistance Whether you're trying to find child care, checking up on the schools at your next installation, or looking for ways to cope with the everyday stresses of military life, OneSource can help. Live consultants are available 24 hours a day/7 days a week to answer questions and provide assistance. The service is open to all service members and their families at not cost. Call 1-800-342-9647 or visit their homepage at www.MilitaryOneSource.com.
- Career Information for Spouses Relocation can be difficult for spouses, who often find themselves forced to leave behind their jobs and careers. The Military Spouse Center was created to provide resources and support to help these spouses as they search for new employment. The website provides links to spouse-friendly employers, job search assistance, and advice on everything from education and scholarships to child care. Visit www.Military.com/Spouse.
- Advice for Military Youths The DoD sponsors a website called Military Teens on the Move (and its sister version, Military Kids on the Move) that provides advice, support and information for military teens facing relocation. Topics addressed include; moving, readjustment, making friends, and coping with the stress of military life. Visit www.defenselink.mil/mtom.
- Updates and Announcements Visit the Pentagon Channel online at www.thepentagonchannel.mil, or check out the Fort Monroe Command Channel Cable 47 on post and via the web at www.monroe.army.mil/monroe (click on command channel graphic).

ARMY CLOSURE GOALS

- Initiate actions for closure/realignment within two years; completion within six years; the Army's intention is to complete closure actions as efficiently and effectively as possible after the final list has been approved.
- Make transitions for affected employees as smooth as possible.
- Work closely with communities to organize and respond to the impact of BRAC.
- Focus money saved from BRAC on maintaining and modernizing facilities needed to better support our forces, recruit quality personnel, and modernize equipment and infrastructure that help our Soldiers be better prepared to face 21st Century threats.